



**2021/2165(INI)**

24.1.2022

# COMPROMISE AMENDMENTS

## 1 - 32

**Draft report**  
**Marianne Vind**  
(PE697.687v01-00)

on a new EU strategic framework on health and safety at work post 2020  
(including a better protection of workers from exposure to harmful substances,  
stress at work and repetitive motion injuries)  
(2021/2165(INI))



## Amendment 1

Compromise amendment replacing Amendments 1-11, 13 -17

### Motion for a resolution

#### Citations (new)

*Motion for a resolution*

*Amendment*

— *having regard to Article 168 of the Treaty on the Functioning of the European Union,*

— *having regard to the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) to which the EU and all its Member States are parties,*

— *having regard to the EU Strategy for the Rights of Persons with Disabilities 2021-2030,*

— *having regard to Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation,*

— *having regard to the opinion of the Expert Panel on effective ways of investing in health of 23 June 2021 entitled “Supporting mental health of health workforce and other essential workers”,*

— *having regard to the latest report of the Intergovernmental Panel on Climate Change (IPCC) “AR6 Climate change 2021: the Physical change basis”,*

— *having regard to the first Joint Implementation Report of the Framework Agreement on Digitalisation (2021),*

— *having regard to the European Agency for Safety and Health at Work (EU-OSHA) report of 22 October 2021 entitled ‘Telework and health risks in the context of the COVID-19 pandemic: evidence from the field and policy*

*implications’,*

— *having regard to its resolution of 11 September 2018 on pathways for the reintegration of workers recovering from injury and illness into quality employment,*

— *having regard to the European Economic and Social Committee opinion SOC/698 “Health & Safety at Work - EU Strategic Framework (2021-2027)”,*

— *having regard to its resolution of 20 October 2021 with recommendations to the Commission on protecting workers from asbestos<sup>3a</sup>,*

— *having regard to its resolution of 16 September 2021 on fair working conditions, rights and social protection for platform workers - new forms of employment linked to digital development (2019/2186(INI)),*

— *having regard to the WHO European Framework for Action on Mental Health 2021-2025<sup>1a</sup>,*

— *having regard to the EU Framework for Action on Mental Health and Well-being of 2016<sup>1b</sup>,*

— *having regard to the October 2019 Council Conclusions on mental health, all underlining the crucial importance of promoting mental health in the workplace,*

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<sup>1a</sup> *WHO European framework for action on mental health 2021-2025: draft for the Seventy-first Regional Committee for Europe*

<sup>1b</sup>

[https://ec.europa.eu/research/participants/data/ref/h2020/other/guides\\_for\\_applicants/h2020-SC1-BHC-22-2019-framework-for-action\\_en.pdf](https://ec.europa.eu/research/participants/data/ref/h2020/other/guides_for_applicants/h2020-SC1-BHC-22-2019-framework-for-action_en.pdf)

Or. en

## Amendment 2

Compromise amendment replacing amendments 21-24, 26

### Motion for a resolution

#### Recital A

##### *Motion for a resolution*

A. whereas 20 % of jobs in Europe are of poor quality and put workers at increased risk regarding their health; whereas 14 % of workers have been exposed to a high level of psychosocial risks<sup>4</sup>; whereas 23 % of European workers believe that their safety or their health is at risk because of their work;

##### *Amendment*

A. whereas ***there were still over 3.300 fatal accidents and 3.1 million non-fatal accidents in the EU-27 in 2018; whereas over 200 000 workers die each year from work-related illnesses<sup>1</sup>; whereas these data do not include all accidents caused by undeclared work, making it plausible to assume that the true numbers greatly exceed the official statistics<sup>2</sup>; whereas in 2017, according to Eurofound, 20 % of jobs in Europe were of “poor quality”<sup>3c</sup> and put workers at increased risk regarding their **physical or mental** health; whereas 14 % of workers have been exposed to a high level of psychosocial risks<sup>4</sup>; whereas 23% of European workers believe that their safety or their health is at risk because of their work; whereas in 2015, the **European Working Conditions’ Survey (EWCS) found that 21 % of jobs in Europe were “high flying jobs”<sup>3c</sup>; whereas the fieldwork of the EWCS 2020 was put on halt due to the outbreak of the COVID-19 pandemic but was relaunched in July 2021 with a view to be published in the end of 2022;*****

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[https://ec.europa.eu/commission/presscorner/detail/en/IP\\_21\\_3170](https://ec.europa.eu/commission/presscorner/detail/en/IP_21_3170)

2 [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Accidents\\_at\\_work\\_statistics#Number\\_of\\_accidents](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Accidents_at_work_statistics#Number_of_accidents);

<https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52021DC0323&from=NL>

***3c Five distinct profiles of job quality***  
***Patterns in job quality suggest that the picture is more nuanced than a straightforward polarisation between high and low quality jobs. The analysis groups workers into five job quality profiles: ‘high flying’ jobs (comprising 21% of workers); ‘smooth running’ jobs (25%); ‘active manual’ jobs (21%); ‘under pressure’ jobs (13%); and ‘poor quality’ jobs (20%). The pattern of the job quality scores between the profiles is dissimilar, reinforcing the premise that job quality comprises different dimensions***

<sup>4</sup> ‘Sixth European Working Conditions Survey – Overview report (2017 update)’, Eurofound, 2017, Publications Office of the European Union, Luxembourg.

<sup>4</sup> ‘Sixth European Working Conditions Survey – Overview report (2017 update)’, Eurofound, 2017, Publications Office of the European Union, Luxembourg.

Or. en

### **Amendment 3**

Compromise amendment replacing amendments 32, 41, 43

#### **Motion for a resolution** **Recital B**

##### *Motion for a resolution*

B. whereas cancer is the leading cause of work-related deaths, accounting for 52 % of all work-related deaths in the EU; whereas carcinogens contribute to an estimated 100 000 occupational cancer deaths in the workplace every year<sup>5</sup> ;

##### *Amendment*

B. ***whereas Europe’s Beating Cancer Plan aims to reduce the cancer burden for patients, their families and health systems***; whereas cancer is the leading cause of work-related deaths, accounting for 52% of all work-related deaths in the EU<sup>4a</sup>; whereas carcinogens contribute to an estimated 100 000 occupational cancer deaths in the workplace every year<sup>5</sup>; ***whereas between 50 and 70 substances or group of substances have been identified by different agencies, stakeholders and the World Health Organization in priority lists of workplace carcinogens, mutagens and reprotoxic substances for which***

*binding limit values are needed; whereas in the workplace, workers can be exposed to a cocktail of substances, which can increase health risks, cause adverse effects on their reproductive systems and impaired fertility or infertility, and have a negative impact on foetal development and lactation;*

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*<sup>4a</sup> Communication from the European Commission to the European Parliament and the Council: Europe's Beating Cancer Plan  
[https://ec.europa.eu/health/sites/default/files/non\\_communicable\\_diseases/docs/eu\\_cancer-plan\\_en.pdf](https://ec.europa.eu/health/sites/default/files/non_communicable_diseases/docs/eu_cancer-plan_en.pdf)*

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<sup>5</sup> ‘An international comparison of the cost of work-related accidents and illnesses’, EU-OSHA, 2017.

<sup>5</sup> ‘An international comparison of the cost of work-related accidents and illnesses’, EU-OSHA, 2017.

Or. en

#### **Amendment 4**

Compromise amendment replacing amendments 33, 38

#### **Motion for a resolution Recital C**

##### *Motion for a resolution*

C. whereas exposure to asbestos claims around 88 000 lives in Europe annually, accounting for 55-75 % of lung cancers developed at work, and whereas asbestos is the main cause of lung cancer, responsible for 45 % of cases<sup>6</sup>; whereas it is estimated that mortality rates from this exposure will continue to increase into the late 2020s and the 2030s<sup>7</sup>;

##### *Amendment*

C. whereas exposure to asbestos claims around 88 000 lives in Europe annually, accounting for 55-75 % of lung cancers developed at work, and whereas asbestos is the main cause of lung cancer, responsible for 45 % of cases<sup>6</sup>; whereas it is estimated that mortality rates from this exposure will continue to increase into the late 2020s and the 2030s<sup>7</sup>; ***whereas, although asbestos has been banned in the EU since 2005, it is still present in many administrative buildings, schools, housing, infrastructure, public-transport facilities and water supply networks;***

***whereas 80 % of occupational cancers recognised in the Member States are asbestos related;***

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<sup>6</sup> Takala, J., Working paper – ‘Eliminating occupational cancer in Europe and globally’, 2015, p. 6.

<sup>7</sup> ‘Global Asbestos Disaster’, International Journal of Environmental Research and Public Health, 2018).

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<sup>6</sup> Takala, J., Working paper – ‘Eliminating occupational cancer in Europe and globally’, 2015, p. 6.

<sup>7</sup> ‘Global Asbestos Disaster’, International Journal of Environmental Research and Public Health, 2018).

Or. en

## **Amendment 5**

Compromise amendment replacing amendments 33-37, 39, 93, 120, 135, 185

### **Motion for a resolution Recital Ca and Cb (new)**

*Motion for a resolution*

*Amendment*

***Ca. whereas factors such as radiation, stress, work organisation and working conditions have all been linked to work-related cancer; whereas skin cancer as one of the most spread occupational diseases is increasing due to various factors such as climate change, while only a very small proportion of skin tumours that are work-related are recognised as occupational diseases; whereas outdoor workers, in particular those working in the agriculture, forestry and construction sector and tourism, face a significant risk of developing non-melanoma skin cancer (NMSC) due to the elevated levels of UVR exposure; whereas workers in the health care sector, who play a fundamental role in emergency preparedness and response, such as firemen and nurses, also face these exposures as well as additional stress due to an increased workload which can increase psychosocial risks; whereas there is not yet a common European***

*approach towards prevention of UVR exposure<sup>1</sup>; whereas there is currently a lack of reliable and comparable EU-level data on workplace exposure to cancer risk factors<sup>5a</sup>; whereas 2 % of the European cancer burden can be attributed to ionizing radiation and that indoor exposure to radon and its decay products is the second leading cause of lung cancer in Europe<sup>2</sup>;*

*Cb. whereas climate change already has had and will continue to have detrimental effects on human health, safety at work and on working conditions; whereas according to the latest IPCC report working conditions will be more and more affected by significant changes in weather patterns such as heatwaves and heavy rainfalls; whereas increased exposure to high temperature at the workplace exacerbate the risks of heat strokes, dehydration, fatigue, lack of concentration and complications of chronic diseases; whereas work-related diseases linked to biological agents are also affected by climate change, such as the influence of increasing temperatures on geographical distribution of the vectors (ticks, mosquitoes) of biological agents, thereby facilitating the spread of diseases that are new to a region; whereas it is essential to adapt work practices to take account of the effects of climate change<sup>3</sup>;*

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<sup>5a</sup> *EU-OSHA:*

*<https://osha.europa.eu/en/publications/workers-survey-exposure-cancer-risk-factors/view>*

<sup>1</sup> *<https://www.euractiv.com/section/health-consumers/infographic/the-economic-impact-of-non-melanoma-skin-cancer-on-the-society-and-the-welfare-system/>*

<sup>2</sup> *<https://www.who.int/news-room/fact-sheets/detail/radon-and-health;>  
[https://www.europarl.europa.eu/RegData/etudes/STUD/2020/642388/IPOL\\_STU\(20](https://www.europarl.europa.eu/RegData/etudes/STUD/2020/642388/IPOL_STU(20)*

## Amendment 6

Compromise amendment replacing amendments 52-58, 60, 95

### Motion for a resolution

#### Recital D

##### *Motion for a resolution*

D. whereas ***over a quarter*** of workers in Europe experience excessive work-related stress; whereas 51 % of EU workers say stress is common in their workplace and nearly 80 % of managers are concerned about work-related stress<sup>8</sup>; whereas ***there are significant variations between the Member States'*** legislation on psychosocial risks;

##### *Amendment*

D. ***whereas a good psychosocial working environment enhances workers' mental and physical well-being; whereas psychosocial risks can arise from poor work design, organisation and management, as well as poor social context of work, and can result in negative psychological, physical and social outcomes such as stress, anxiety, burnout and depression belonging to the second largest group of self-reported work-related health problems<sup>7a</sup>; whereas work-related stress can significantly increase the risk of triggering or exacerbating musculoskeletal disorders (MSDs), heart diseases, autoimmune diseases or rheumatic/chronic inflammatory diseases<sup>1</sup>; whereas, according to Eurofound and EU-OSHA, in Europe 25% of workers in Europe experience excessive work-related stress; whereas 51 % of EU workers say stress is common in their workplace and nearly 80 % of managers are concerned about work-related stress<sup>8</sup>, which shows that psychosocial risks are of concern to a majority of companies<sup>8</sup>; whereas over half of all working days lost in the EU are caused by work-related stress<sup>2</sup>; whereas***

*approaches and legislation on psychosocial risks vary significantly in different Member States; whereas mental health and wellbeing of the European population can be positively affected by paying attention to strategies implemented in the workplace; whereas preventing mental health problems and promoting mental health will also contribute to reducing associated health risk behaviours such as alcohol, drug and tobacco use, physical inactivity and poor diet; whereas improved levels of psychological and physical well-being are directly associated with better workplace performance;*

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<sup>8</sup> ‘Psychosocial risks in Europe: Prevalence and strategies for prevention’, Eurofound and EU-OSHA, 2014, Publications Office of the European Union, Luxembourg.

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<sup>7a</sup> *Eurostat: Self-reported work-related health problems and risk factors - key statistics, 2020*

<sup>8</sup> ‘Psychosocial risks in Europe: Prevalence and strategies for prevention’, Eurofound and EU-OSHA, 2014, Publications Office of the European Union, Luxembourg

<sup>1</sup> *EU OSHA - Musculoskeletal disorders: association with psychosocial risk factors at work*  
[https://osha.europa.eu/sites/default/files/2021-11/MSDs\\_association\\_pshychosocial\\_risks\\_factors\\_at\\_work\\_report.pdf](https://osha.europa.eu/sites/default/files/2021-11/MSDs_association_pshychosocial_risks_factors_at_work_report.pdf)

<sup>2</sup> *EU OSHA - OSH figures: stress at work - facts and figures -*  
<https://osha.europa.eu/en/publications/osh-figures-stress-work-facts-and-figures/view-0>

<sup>8a</sup> ‘Psychosocial risks and stress at work’, EU-OSHA [URL]:  
<https://osha.europa.eu/en/themes/psychosocial-risks-and-stress>

Or. en

## Amendment 7

Compromise amendment replacing amendments 25, 47, 64- 67, 72-74, 94

### Motion for a resolution

#### Recital E and F

##### *Motion for a resolution*

E. whereas the COVID-19 pandemic has caused a rapid increase in teleworking; whereas remote working is proven to have a strong impact on the organisation of working time by increasing flexibility and workers' constant availability<sup>9</sup>; whereas it is expected that the uptake of remote working and teleworking will remain higher than before the COVID-19 crisis or that it will even increase further<sup>10</sup>;

F. whereas people who regularly work from home are more than twice as likely to work ***in excess of the requisite maximum*** 48 hours per week and are at risk of resting for less than ***the requisite*** 11 hours between working days; whereas almost 30

##### *Amendment*

E. ***whereas the COVID-19 pandemic has rendered evident the need to ensure the safety and protection of workers, including their mental health; whereas it has highlighted the importance of investing in public health;*** whereas the COVID-19 pandemic has caused a rapid increase in teleworking ***with nearly one half of all employees in Europe working at least part of their working time from home<sup>1b</sup> while during lockdowns combined with the increased care responsibilities;*** whereas remote working is proven to have a strong impact on the organisation of working time by increasing flexibility and workers' constant availability<sup>9</sup> ***frequently resulting in work-life conflict;*** whereas it is expected that the uptake of remote working and teleworking will remain higher than before the COVID-19 crisis or that it will even increase further<sup>10</sup>; ***whereas remote working served as a buffer during the crisis and preserved jobs that might otherwise have been lost<sup>9a</sup>; whereas telework also provides workers with the freedom to adapt their working hours and schedule to meet their own personal and family needs<sup>11a</sup>; whereas some studies suggest the perceptions of remote working have substantially improved since the beginning of the pandemic, which in turn is translated into a generalised preference for hybrid work arrangements<sup>1c</sup>;***

F. whereas people who regularly work from home are more than twice as likely to work ***more than*** 48 hours per week and are at risk of resting for less than 11 hours between working days; whereas almost 30 % of teleworkers report working in their

% of teleworkers report working in their free time every day or several times a week<sup>11</sup> ;

free time every day or several times a week<sup>11</sup> ***compared to below 5 % of ‘office’-based workers and are more likely to work irregular hours<sup>11a</sup>; whereas psychosocial risks are the most prevalent health risks associated with teleworking<sup>10a</sup>; whereas high prevalence of teleworking also resulted in higher prevalence physical problems such as MSDs in connection to sedentarism, poor ergonomic conditions, working long hours and work-related stress;***

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<sup>9</sup> ‘Working anytime, anywhere: The effects on the world of work’, Eurofound and the International Labour Office, 2017, Publications Office of the European Union, Luxembourg, and the International Labour Office, Geneva.

<sup>10</sup> ‘Teleworking in the aftermath of the Covid-19 pandemic: enabling conditions for a successful transition’, European Trade Union Institute, 2021, Brussels.

<sup>11</sup> ‘Telework and ICT-based mobile work: Flexible working in the digital age’, New forms of employment series, Eurofound, 2020, Publications Office of the European

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<sup>1b</sup> ***Eurofound (2020), Living, working and COVID-19. Publications Office of the European Union, Luxembourg***

<sup>9</sup> ‘Working anytime, anywhere: The effects on the world of work’, Eurofound and the International Labour Office, 2017, Publications Office of the European Union, Luxembourg, and the International Labour Office, Geneva.

<sup>10</sup> ‘Teleworking in the aftermath of the Covid-19 pandemic: enabling conditions for a successful transition’, European Trade Union Institute, 2021, Brussels.

<sup>9a</sup> ***Eurofound and European Commission Joint Research Centre (2021), What just happened? COVID-19 lockdowns and change in the labour market, Publications Office of the European Union, Luxembourg.***

<sup>11a</sup> ***‘Telework and ICT-based mobile work: Flexible working in the digital age’, New forms of employment series, Eurofound, 2020, Publications Office of the European Union, Luxembourg.***

<sup>1c</sup> ***Microsoft Work Trend Index (2021). “The next great disruption is hybrid work - are we ready?”.***

<sup>11</sup> ‘Telework and ICT-based mobile work: Flexible working in the digital age’, New forms of employment series, Eurofound, 2020, Publications Office of the European

Union, Luxembourg.

Union, Luxembourg.

*<sup>11a</sup> Eurofound (2020), Telework and ICT-based mobile work: Flexible working in the digital age, New forms of employment series, Publications Office of the European Union, Luxembourg*

*<sup>10a</sup> EU-OSHA Report: Telework and health risks in the context of the COVID-19 pandemic: evidence from the field and policy implications.*

Or. en

## Amendment 8

Compromise amendment replacing amendments 78-81

### Motion for a resolution

#### Recital G

##### *Motion for a resolution*

G. whereas the COVID-19 crisis has exposed the vulnerability of non-standard workers, including platform and self-employed workers; whereas platform work in the labour market is highly likely to continue growing; whereas self-employed workers are excluded from the scope of application of the strategic framework for health and safety at work, as they are not covered by the EU legislation on occupational health and safety;

##### *Amendment*

G. whereas the COVID-19 crisis has exposed the vulnerability of non-standard workers, including ***workers via digital labour***, platforms and self-employed workers; whereas platform work in the labour market is highly likely to continue growing; whereas self-employed workers are excluded from the scope of application of the strategic framework for health and safety at work, as they are not covered by the EU legislation on occupational health and safety; ***whereas platform workers may be subject to increased health and safety risks which are not limited to physical health but can also affect psycho-social health with unpredictable working hours, intensity of work, competitive environments, information overload and isolation; whereas algorithmic management presents new challenges for the future of work which can generate excessive speed and efficiency pressure for workers; whereas the road safety of***

*platform workers in the transport and delivery sector, in particular cyclists as vulnerable road users, and the safety of other road users can be put in danger; whereas female platform workers, in particular female drivers and women providing cleaning and care services in private residences, can have an increased risk of being victims of sexual harassment and violence and might refrain from reporting because of lack of reporting tools, no contact with a human manager or fear of bad ratings and loss of future work; whereas sexual harassment and violence are under-reported in platform work<sup>1</sup>;*

<sup>1</sup>

*<https://www.ilo.org/global/research/global-reports/weso/2021/lang--en/index.htm>  
<https://eige.europa.eu/publications/gender-equality-index-2020-digitalisation-and-future-work>*

Or. en

## **Amendment 9**

Compromise amendment replacing amendments 83, 84, 86, 88

### **Motion for a resolution**

#### **Recital H**

##### *Motion for a resolution*

H. whereas disturbing reports regarding breaches of cross-border and seasonal workers' rights in terms of working and living conditions have *surfaced* during the pandemic;

##### *Amendment*

H. *whereas the COVID-19 pandemic has shown that workplaces can also be major centres for spreading contagion; whereas the precariousness of the working and living conditions of seasonal workers in Europe, in particular in the agriculture sector, were already well documented before COVID 19-crisis<sup>1</sup>;* whereas disturbing reports regarding breaches of cross-border and seasonal

workers' rights in terms of working and living conditions have *shown that their situation deteriorated even further* during the pandemic; *whereas workers on short-term assignment often live in group accommodation where social distancing is difficult and increases their risk of infection; whereas large outbreaks of COVID-19 infections occurred in industries such as food processing; whereas precarious forms of employment such as interim work, false self-employment or the work in subcontracting chains regularly exclude workers from occupational safety and health (OSH) services and training; whereas the objectives of the European Labour Authority (ELA) is to ensure fair labour mobility by assisting Member States and the Commission in the effective application and enforcement of Union law related to labour mobility and the coordination of social security systems within the Union, including reporting on suspected irregularities such as breaches of working conditions and health and safety rules, in case they learn about it while performing their tasks;*

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[https://www.etuc.org/sites/default/files/publication/file/2020-05/Covid-19%20Briefing%20Seasonal%20Workers%20Final\\_updated%2029%20May%202020.pdf](https://www.etuc.org/sites/default/files/publication/file/2020-05/Covid-19%20Briefing%20Seasonal%20Workers%20Final_updated%2029%20May%202020.pdf)

Or. en

## **Amendment 10**

Compromise amendment replacing amendments 89, 90

### **Motion for a resolution**

#### **Recital I**

*Motion for a resolution*

I. whereas the ILO recommendation advocates one labour inspector per 10 000 workers;

*Amendment*

***I. whereas labour inspections play an important role in the implementation of occupational health and safety policies at regional and local level; whereas the ILO recommendation advocates one labour inspector per 10 000 workers in order to carry out effective and timely inspections designed to stamp out all forms of abuse; whereas according to EU-OSHA research, 88% of employers state that complying with the legislation is the main reason why they manage occupational health and safety<sup>1</sup>;***

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<sup>1</sup> ***EU-OSHA, Third European Survey of Enterprises on New and Emerging Risks (ESENER 3), 2019; <https://www.enshpo.eu/pdfs/news01.pdf>***

Or. en

**Amendment 11**

Compromise amendment replacing amendments 45, 61, 68, 75, 82

**Motion for a resolution  
Recital Ia, Ib, Ic (new)**

*Motion for a resolution*

xx

*Amendment*

***Ia. whereas the COVID-19 pandemic has placed extraordinary demands on healthcare workers; whereas a demanding work environment and fears for personal and family safety has led to a negative psychological impact; whereas healthcare professionals are experiencing higher levels of stress, anxiety and depression compared to professionals from other areas<sup>1Ic</sup>; whereas the European Union must learn from the COVID-19 crisis and put in place an effective system for coordinating the***

*response to any kind of future threat to public health, including prevention, preparedness and response planning at work;*

*Ib. whereas the COVID-19 pandemic has shed light on and aggravated gender inequalities; whereas a majority of women worked as frontline essential workers in the health, social, education and care sectors; whereas during the peak of the pandemic these female workers faced long working hours and reported troubles reconciling work and private life; whereas although considered essential, these professions are still some of the most undervalued and under-paid jobs in the EU; whereas women have been at a particularly high risk from and are more severely hit by the economic and social fallout resulting from the COVID-19 crisis<sup>1</sup>;*

*Ic. whereas it is important to apply a gender perspective to health and safety at work as workers can be more exposed and more vulnerable to different types of substances or risks depending on their gender ; whereas gender aspects should be addressed in the context of the right to disconnect;*

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*<sup>11c</sup> da Silva FCT, Neto MLR.  
Psychological effects caused by the  
COVID-19 pandemic in health  
professionals: A systematic review with  
meta-analysis. Prog  
Neuropsychopharmacol Biol Psychiatry.  
2021 Jan 10*

*1*

*<https://www.europarl.europa.eu/news/en/headlines/society/20210225STO98702/understanding-the-impact-of-covid-19-on-women-infographics>;  
<https://eige.europa.eu/covid-19-and-gender-equality/essential-workers>*

**Amendment 12**

Compromise amendment replacing amendments 30, 31, 46, 50, 51, 59, 62, 99, 100

**Motion for a resolution****Recitals Id, Ie, If (new)***Motion for a resolution**Amendment*

***Id.*** *whereas tackling exposures to dangerous substances and other risk factors at the workplace is particularly relevant to address health inequalities, as some categories of workers among the most vulnerable can be overexposed; whereas persons with disabilities, young people and the elderly are particularly susceptible to the COVID-19 crisis; whereas they are likely to suffer disproportionately and to have particular support needs that must be taken into account in an OSH-strategy when responding to the pandemic; whereas persons with disabilities, chronic diseases or those recovering from injury or illness request individualised support and adaptation of the workplace when they wish to participate at the labour market; whereas research shows that these groups are at high risk of developing mental health problems; whereas lack of provisions for workplace adjustments and reasonable accommodation, including emergency evacuation procedures, particularly for workers with disabilities can result in physical, mental and psychological strains that can put their health and safety at risk especially when full accessibility of work-related digital tools for persons with disabilities has not yet been achieved;*

***Ie.*** *whereas the United Nations Convention on the Rights of Persons with Disabilities, which entered into force in*

*the European Union in 2011, states that “States Parties shall take effective and appropriate measures, including through peer support, to enable persons with disabilities to attain and maintain maximum independence, full physical, mental, social and vocational ability, and full inclusion and participation in all aspects of life”, and “recognizes the right of persons with disabilities to work, on an equal basis with others, including the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.”;*

*If. whereas EU citizens are unequal in their ability to return to work during or after an injury or illness with, according to Eurofound <sup>7a</sup>, only one in three workers in the EU whose daily activities are severely or somewhat limited by a chronic disease are reporting that their workplace has been adapted to accommodate their health problem; whereas Eurofound also pointed out that workers with low educational attainment and those in low-skilled occupations are not only more likely to have a chronic disease and experience limitations in their daily activities but are also less likely to benefit from workplace accommodation;*

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<sup>7a</sup>

*<https://www.eurofound.europa.eu/news/news-articles/just-one-in-three-workers-with-limiting-chronic-disease-in-adapted-workplace>*

Or. en

### **Amendment 13**

Compromise amendment replacing amendments 40, 42, 44, 49, 70, 96

**Motion for a resolution**  
**Recitals Ig, Ih (new)**

*Motion for a resolution*

*Amendment*

***Ig. whereas a changing labour market with demographic developments, new technologies such as nano-technologies or artificial intelligence, and generations of existing tools or machinery, new substances and chemical products and new types of jobs have potential impacts on occupational health and safety and on working conditions; whereas more workers are moving into platform work, non-traditional work or atypical employment;***

***Ih. whereas scientific knowledge about the exposure to various hazards has remarkably grown of the last years; whereas the Union list of occupational diseases should therefore be updated; whereas the Commission Recommendation 2003/670/EC of 19 September 2003 concerning the European Schedule of Occupational Diseases recommends Member States to introduce as soon as possible regulations or administrative provisions concerning occupational diseases for compensation<sup>8a</sup> into their national laws; whereas Member States should guarantee, in their national laws, that every worker has the right to compensation in respect of occupational diseases if he or she is suffering from an ailment which can be proved to be occupational in origin and nature; whereas the existing lack of harmonisation on the recognition of occupational diseases may lead to discrimination of some workers in the EU, whose countries have either higher or lower recognition of occupational diseases;***

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<sup>8a</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:3200>

## Amendment 14

Compromise amendment replacing amendments 69, 76, 97

### Motion for a resolution Recital Ea, Fa (new)

#### *Motion for a resolution*

#### *Amendment*

***Ea.*** *whereas traditional health risks such as the manual handling of heavy loads, noise, uncomfortable work postures or repetitive hand and arm movements remain a threat to many workers and were actually highest in scores presented by the fifth working conditions survey of the Eurofound1a; whereas risk factors for Rheumatic and Musculoskeletal Diseases (RMDs) in the workplace include vibration, heavy lifts, work with display screen equipment, use of machinery and work equipment; whereas of all occupational conditions, RMDs cause the highest productivity loss<sup>1</sup>;*

***Fa.*** *whereas work-related cardiovascular and respiratory disease are the second highest contributor to work-related deaths; whereas high psychological demands, job strain, long working hours, mental disorders, job insecurity and physical inactivity are directly associated with them<sup>1b</sup>;*

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<sup>1a</sup> Eurofound 2021: European working conditions survey 2021(<https://www.eurofound.europa.eu/surveys/2021/european-working-conditions-survey-2021>);

<sup>1</sup>

<https://eular.org/myUploadData/files/eula>

*r\_vision\_paper\_on\_eu\_health\_policy\_bran  
ded.pdf*

*<sup>11b</sup> Niedhammer I, Bertrais S, Witt K (2021), Psychosocial work exposures and health outcomes: a meta-review of 72 literature reviews with meta-analysis, Scand J Work Environ Health 2021;47(7):489-508*

Or. en

## Amendment 15

Compromise amendment replacing amendments 106-110, 113

### Motion for a resolution

#### Paragraph 1

##### *Motion for a resolution*

1. Welcomes the Commission's strategic framework and, in particular, the introduction of the Vision Zero approach to work-related accidents and diseases; calls on the Commission to ***expand the Vision Zero approach to other*** injuries and accidents, ***as well as*** physical and mental attrition; calls on the Commission to significantly increase the focus on prevention strategies; calls for the ambitious implementation of the 7-year plan, also in the light of the impact of the COVID-19 pandemic, ***and*** believes that strong legislative action ***is*** needed on several aspects of EU policy on occupational health and safety in order to complement the variety of soft measures envisaged in order to make Vision Zero a reality; calls for a clear focus on workers' participation in the Vision Zero approach;

##### *Amendment*

1. Welcomes the Commission's strategic framework and, in particular, the introduction of the Vision Zero approach to work-related accidents and diseases ***including the forthcoming new social scoreboard indicator on fatal accidents at work; regrets however the level of ambition of the OSH Strategy not corresponding to its objective of the Vision Zero and calls on the Commission to put forward proposals matching this ambition; calls for the establishment of a roadmap for the reduction of accidents and deaths at work, with adequate EU and national funding for Member States to complete the transition towards 'zero fatalities'; stresses that the Vision Zero should not lead to under-reporting of work-related accidents and diseases;*** calls on the Commission to ***cover all*** injuries and accidents, physical and mental attrition ***in the Vision Zero approach;*** calls on the Commission ***and Member States*** to significantly increase the focus on prevention strategies ***such as***

*strengthening labour inspectorates, national health and safety services and social partner dialogue to secure that all employees, regardless of type or size of the employer, have a right to the highest level of health and safety protection possible; calls for the ambitious implementation and monitoring of the 7-year plan, also in the light of the impact of the COVID-19 pandemic; calls for the regular update of the strategic framework and improvement of current national strategies in line with evolution of labour markets and twin digital and green transition; believes that strong cooperation with social partners and legislative action are needed on several aspects of EU policy on occupational health and safety in order to complement the variety of soft measures envisaged in order to make Vision Zero a reality; calls for a clear focus on workers' participation and the strengthening of social partners consultation in the Vision Zero approach; welcomes that the OSH summit in 2023 will focus especially on the progress of the "Vision Zero" approach;*

Or. en

## Amendment 16

Compromise amendment replacing amendments 114-117, 119, 121-124, 140

### Motion for a resolution Paragraph 2 and 2a (new)

#### *Motion for a resolution*

2. Calls for Directive 2004/37/EC of 29 April 2004 on the protection of workers from the risks related to exposure to carcinogens or mutagens at work to be updated on a continual basis and in an ambitious timeframe, **ensuring that occupational exposure *limits contained in***

#### *Amendment*

2. ***Calls on the Commission to increase its ambitions on combating work-related cancer in the European Beating Cancer Plan;*** calls for Directive 2004/37/EC of 29 April 2004 on the protection of workers from the risks related to exposure to carcinogens or mutagens at

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***the directive exist for a minimum of 50 priority substances by 2024; calls for the inclusion of reprotoxic substances and hazardous medicinal products in the scope of the directive;***

***work to be updated on a continual basis and in an ambitious timeframe including setting up occupational exposure limit values for at least 25 additional priority substances in the Directive without delay following the action plan by end of 2022 after the consultation of ACSH; stresses in that regard the need for the Commission to secure sufficient staffing including in relevant units and authorities; stresses that establishing comprehensive national registers for all Member States could enable Europe-wide data collection on all relevant carcinogens; calls for a close cooperation between EU institutions and relevant agencies, Member States and relevant stakeholders, strongly involving social partners in actively using the data collection to follow up with necessary legislative and non-legislative measures to combat work-related cancers; calls on the Member States to ensure the right to stop work when facing imminent danger and exceptional hazardous working conditions for all workers, in accordance with national practices;***

***2a. Welcomes the Commissions commitment to revise the exposure limit values for lead as well as its compounds and diisocyanates in Directive 2004/37/EC; notes, that while the RAC/ECHA recommends the atmospheric limit value on 4 µg/m<sup>3</sup> and a biological limit value of 150 µg of lead per litre of blood, establishing a step in the right direction, the proposed biological limit value does not protect women and especially pregnant women properly<sup>1b</sup>; calls on the Commission to ensure that any proposal for revised exposure limit values for lead and its compounds should establish equal protection for all workers at the workplace regardless of the gender; welcomes the commitment by the Commission to add endocrine disruptors as a category of substance of very high***

*concern under the Regulation (EC) No 1907/2006 (REACH Regulation) as well as to classify them under Regulation (EC) No 1272/2008 (CLP Regulation); stresses that workers should be protected against exposure to endocrine disruptors by EU legislation; points out that the automation and robotisation of certain activities could significantly reduce the risk of workers being exposed to carcinogens in workplaces; highlights the need for further action to prevent, detect and better recognise occupational cancers related to nightshift work; calls on the Commission to give particular attention to groups that are particularly exposed to hazardous chemicals such as workers in the chemical and agriculture industries, or particularly vulnerable such as pregnant or breastfeeding workers;*

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*<sup>1b</sup> ETUI 2020: Occupational Exposure Limits (OELs) for lead and lead compounds & equality of treatment of women and men at work*

Or. en

## Amendment 17

Compromise amendment replacing amendments 125, 126, 128, 129, 130, 134

### Motion for a resolution Paragraph 3

#### *Motion for a resolution*

3. Welcomes the Commission's commitment to present in 2022 a legislative proposal to further reduce workers' exposure to asbestos; calls on the Commission to be ambitious in its endeavours to achieve the ***total ban of asbestos and with regard to its zero accidents at work vision, and*** to update the

#### *Amendment*

3. Welcomes the Commission's commitment to present in 2022 a legislative proposal to further reduce workers' exposure to asbestos; calls on the Commission to ***step up its ambition and present a European Strategy for the Removal of All Asbestos in line with the Parliament's resolution with***

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exposure limit for asbestos **to** 0.001 fibres/cm<sup>3</sup> (1 000 fibres/m<sup>3</sup>); **stresses the need for** an EU framework directive for national asbestos removal strategies, **including public asbestos registers;**

**recommendations to the Commission on protecting workers from asbestos; calls on the Commission to be ambitious in its endeavours to achieve the removal of all asbestos and to revise the Directive 2009/148/EC with regards to minimum requirements for certified training of workers exposed to asbestos, and, as a matter of priority, to update the exposure limit for asbestos which should be set at 0,001 fibres/cm<sup>3</sup> (1 000 fibres/m<sup>3</sup>); calls on the Commission to put forward a proposal for an EU framework directive for national asbestos removal strategies; calls on the Commission to update Directive 2010/31/EU for the mandatory screening of buildings and subsequent removal of asbestos and other dangerous substances before renovation works can start thereby prohibiting the sealing and encapsulation of asbestos-containing materials which can technically be removed; calls on the Commission to present a legislative proposal that takes into account existing national regulations as well as an impact assessment on most efficient models for the mandatory screening of buildings consisting of a surface diagnosis of the presence of asbestos by a professional entity with appropriate qualifications and permits before the selling or renting out of buildings, and setting out minimum requirements for asbestos certificates for buildings constructed before 2005 or before the year of equivalent national asbestos ban; calls on the Commission and Member States to ensure better recognition and compensation of asbestos related diseases to all exposed workers in order to protect the health of construction and other workers in the green transition; calls for the use, where possible, of Analytical Transmission Electron Microscopy (ATEM) or similarly advanced methods for fibre counting;**

Or. en

## Amendment 18

Compromise amendment replacing amendments 112, 143-153, 212

### Motion for a resolution

#### Paragraph 4

##### *Motion for a resolution*

4. Believes that Council Directive 89/391/EEC on the introduction of measures to encourage improvements in the safety and health of workers at work **has not proven** effective enough for the assessment and management of psychosocial risks; recalls its request **that** the Commission include in the Strategic Framework for Occupational Safety and Health the right to disconnect and, explicitly, that it develop new psychosocial measures as part of the framework; calls on the Commission, in this regard, to step up the ambition of the Strategic Framework for Occupational Safety and Health; calls on the Commission to propose a directive on psychosocial risks and well-being at work aimed at the efficient prevention in the workplace of, inter alia, anxiety, depression, burnout and stress; calls on the Commission **to aim for the recognition of anxiety, depression and burnout as occupational diseases**, to establish mechanisms for their prevention and the reintegration into the workplace of affected employees, and to shift from individual-level actions to a work organisation approach;

##### *Amendment*

4. Believes that Council Directive 89/391/EEC on the introduction of measures to encourage improvements in the safety and health of workers at work **may not prove** effective enough for **the world of work in the 21st century and the latest developments on labour markets including** the assessment and management of psychosocial risks **and should be complemented to strengthen this aspect**; recalls its request **for** the Commission **to** include in the Strategic Framework for Occupational Safety and Health the right to disconnect and, explicitly, that it develop new psychosocial measures as part of the framework; calls on the Commission, in this regard, to step up the ambition of the Strategic Framework for Occupational Safety and Health; calls on the Commission to propose, **in consultation with social partners**, a directive on psychosocial risks and well-being at work aimed at the efficient prevention **of psychosocial risks** in the workplace of, inter alia, anxiety, depression, burnout and stress **including risks caused by structural problems such as work organisation (i.e. poor management, poor work design or not properly matching workers knowledge and abilities with the assigned tasks)**; calls on the Commission **and the Member States** to establish mechanisms for their prevention and the reintegration into the workplace of affected employees, and to shift from individual-level actions to a work organisation approach **in line with the general principles of hierarchy of**

*prevention included in the Directive 89/391/EEC; calls on the Commission to prepare guidelines as regards the minimum number of personnel providing occupational health services required to ensure adequate occupational health surveillance<sup>1</sup>; considers that protection and promotion of mental health should be an integral part of OSH preparedness plans for future health crises, stresses that specific attention should be paid to the mental health of health care workers and of other essential workers; welcomes, in this regard, the contribution of the expert panel on effective ways of investing in health (EXPH) in its opinion on supporting mental health of health workforce and other essential workers; calls on the Commission and Member State to ensure adequate follow-up and implementation of these recommendations<sup>2</sup>;*

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*1*

*[https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_1NSTRUMENT\\_ID:312509](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_1NSTRUMENT_ID:312509)*

*2*

*[https://ec.europa.eu/health/sites/default/files/expert\\_panel/docs/028\\_mental-health\\_workforce\\_en.pdf](https://ec.europa.eu/health/sites/default/files/expert_panel/docs/028_mental-health_workforce_en.pdf)*

Or. en

## **Amendment 19**

Compromise amendment replacing amendments 133, 141, 142, 152, 153

### **Motion for a resolution Paragraph 4a (new)**

*Motion for a resolution*

*Amendment*

*4a. Stresses the importance of ensuring proper compensation claim options for workers in cases of*

*occupational diseases; calls on the Commission, in consultation with social partners, to revise the 2003 recommendation concerning the European Schedule of Occupational Diseases with additions such as work-related musculoskeletal disorders, work-related mental-health disorders, in particular depression, burnout, anxiety and stress, all asbestos-related diseases and skin cancers and rheumatic and chronic inflammation; calls on the Commission to transform the recommendation on occupational diseases, after consulting the social partners, into a directive creating a minimum list of occupational diseases and setting out minimum requirements for their recognition and adequate compensation for individuals concerned;*

Or. en

## Amendment 20

Compromise amendment replacing amendments 111, 156-163, 165, 167, 179, 182, 198

### Motion for a resolution Paragraph 5, 5a, 5b, 5c (new)

#### *Motion for a resolution*

5. Welcomes the fact that the Commission is strengthening the **gender focus on** occupational safety and health; calls on the Commission to **propose a legal act based** on the framework agreement on harassment and violence at work, and to ensure that the **fight against workplace violence and harassment applies** regardless of the reason **for** the harassment and that it is not limited to cases based on discriminatory grounds; calls on the Member States' governments to ratify ILO Convention No 190 to put in place the necessary laws and policy measures to

#### *Amendment*

5. **Stresses the fact that female workers face increased challenges to occupational health and wellbeing, particularly in the health and care sectors;** welcomes the fact that the Commission is strengthening the **gender-responsive approach to** occupational safety and health; **calls on the Commission and Member States to mainstream the gender perspective and take account of gender differences throughout occupational health and safety measures;** calls on the Commission to **base the forthcoming legislative initiative on**

prevent and address violence and harassment in the world of work;

*preventing and combatting gender-based violence against women and domestic violence* on the framework agreement on harassment and violence at work, and ***calls on the Commission and the Member States*** to ensure that the *preventive and protective measures aimed at eradicating violence, discrimination and harassment in the world of work, including third party violence and harassment (i.e. customers, clients, visitors or patients), where applicable, apply* regardless of the reason ***and the cause of*** the harassment and that it is not limited to cases based on discriminatory grounds; calls on the Member States' governments to ratify ILO Convention No 190 ***and Recommendation R206*** to put in place the necessary laws and policy measures to ***prohibit***, prevent and address violence and harassment in the world of work;

***5a. Calls on the Commission and Member States to develop strategies to prepare for an ageing workforce, higher prevalence of employees with chronic diseases and the need to adapt the workplace to the employees with disabilities, and actively support reintegration, non-discrimination and the adaptation of working conditions of persons with disabilities, with chronic diseases, or recovering from a disease; stresses the need to define and implement tailored and individualised strategies to facilitate the worker's recovery and rehabilitation process; underlines that such strategies should include the promotion of education, training and lifelong learning for persons of all ages, as well as a better work-life balance and the promotion of intergenerational exchanges in the workplace; stresses that special attention should also be given to caregivers;***

***5b. Calls on the Commission, in the framework of the EU Disability Strategy 2021-2030, to offer clear and ambitious***

*guidelines to Member States and employers on the provision of workplace adjustments and reasonable accommodation in the workplace for persons with disabilities; calls on the Commission for an ambitious revision of the Equal Treatment Directive 2000/78/EC in this regard; insists that it is equally important to pay attention to the situation of workers with chronic diseases;*

*5c. Calls on the Commission and Member States to pay particular attention to young workers in the OSH-strategies, with special focus to under-18-year-old workers; recalls that statistics show that 18 to 24-year-olds are more likely to have a serious accident at work than older adults due to insufficient experience, training and supervision, poor awareness of their rights and employers duties, lack of recognition of their needs by employers and the exposure to precarious working conditions, thereby leading to the development of occupational illnesses while still young or later in life<sup>1</sup>;*

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<sup>1</sup> <https://osha.europa.eu/en/themes/young-workers>

Or. en

## Amendment 21

Compromise amendment replacing amendments 170, 173-176, 180

### Motion for a resolution Paragraph 6

#### *Motion for a resolution*

6. Welcomes the Commission's *intention to present by the end of 2021 a legislative initiative* to improve the working conditions of platform workers;

#### *Amendment*

6. *Recalls that platform workers may be subject to increased health and safety risks for both on-location and online platform work; stresses that these risks*

*calls on the Commission to ensure that the proposal guarantees rights for all platform workers for a healthy and safe working environment;*

*are not limited to physical health but can also affect psychosocial health with unpredictable working hours, intensity of work, competitive environments information overload and isolation as emergent risk factors;* welcomes the Commission's *proposal for a Directive on improving working conditions in platform work* to improve the working conditions of platform workers; *stresses that all platform workers should be entitled to receive compensation in case of work accidents and occupational diseases, and be provided with social protection, including sickness and invalidity insurance coverage, by the introduction of a rebuttable presumption of an employment relationship for platform workers, in accordance with national definitions as set out in Member States' respective legislation or collective agreements; reiterates, in this regard, its recommendations formulated in the Resolution on fair working conditions, rights and social protection for platform workers – new forms of employment linked to digital development;*

Or. en

## **Amendment 22**

Compromise amendment replacing amendments 177,179, 180, 181, 183, 184

### **Motion for a resolution**

#### **Paragraph 7**

##### *Motion for a resolution*

7. Calls on the Commission to **guarantee** that all workers, including non-standard workers, **workers in platform companies** and **the** self-employed are covered by occupational safety and health (OSH) legislation and policies;

##### *Amendment*

7. Calls on the Commission **and Member States to ensure** that all workers, **who have an employment contract or employment relationship as defined by national law, collective agreements and/or practice**, including non-standard workers<sup>1</sup>, **genuinely** and **bogus** self-employed, **and**

*mobile workers*, are covered by occupational safety and health (OSH) legislation and policies; ***stresses the critical role of collective bargaining to ensure highest occupational health and safety standards; stresses that European and international human rights guarantee all workers the right to organize, form and join a trade union, engage in collective bargaining, take collective action to defend their rights and enjoy protection under collective agreements, regardless of their employment status***<sup>2</sup>;

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<sup>1</sup> <https://www.ilo.org/global/topics/non-standard-employment/lang--en/index.htm>

<sup>2</sup> ***Article 23 of the Universal Declaration of Human Rights states, amongst other things, that "Everyone has the right to form and to join trade unions for the protection of his interests." ILO Convention - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); ILO Convention - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)***

Or. en

## Amendment 23

Compromise amendment replacing amendments 120, 121, 135-139, 166, 185, 186, 188, 189, 193, 202, 229, 270

### Motion for a resolution Paragraph 8, 8a, 8b, 8c (new)

#### *Motion for a resolution*

8. Calls on the Commission to include health and safety in all EU strategies and policies on the green and digital transitions, including on artificial intelligence (AI);

#### *Amendment*

8. Calls on the Commission to include health and safety in all ***relevant*** EU strategies and policies on the green and digital transitions, including on artificial intelligence (AI); ***stresses that AI solutions***

*in the workplace must be ethical and human-centric, transparent, fair and avoid any negative implications for the workers' health and safety; calls on the Commission to consider presenting, after consulting social partners, a legislative initiative to clarify OSH liabilities and responsibilities in relation to AI systems and new ways of working; stresses that education and training for workers and ensuring effective OSH strategies is necessary for the introduction and use of AI by workers in the workplace; highlights that AI and digitalisation plausibly facilitate human-machine synergies and offer economic and societal benefits as well as new opportunities for businesses as well as raises OSH concerns such as the emergence of new forms of monitoring and management of workers based on the collection of large amounts of real-time data that can lead to legal, regulatory and ethical questions; calls in particular for the introduction of safeguards against the adverse impacts of algorithmic management on the health and safety of workers; stresses that algorithms deployed in the areas of work must be transparent, non-discriminatory and ethical and algorithmic decisions must be accountable, contestable and, where relevant, reversible, and consequently must be subject to human oversight; stresses the role of social partners in anticipating emerging occupational risks due to the development of disruptive technologies;*

*8a. Recalls that climate change has direct health impacts on workers; recalls that intensification of extreme weather events will lead to more physical injuries and that climate change could also increase the risk of skin cancer, dust exposure and psychosocial risks; insists that inadequate organisation of work may also aggravate the situation; stresses the role of social partners in anticipating*

*emerging occupational risks due to climate change; recalls that health and safety of workers is an EU competence and that in line with Directive 89/391/EEC workers should be protected from any risks, including from emerging risks; calls on the Commission to thoroughly and urgently assess the new and emerging risks of climate change on occupational health and safety in order to better protect workers from exposure to higher temperature, natural UV radiation and other related and safety hazards;*

*8b. calls for the strengthening of protection against exposure to UV radiation at EU level, especially in the framework of occupational health and safety legislation for outdoor workers; calls therefore on the Commission to revise Directive 2006/25/EC on the exposure of workers to risks from physical agents (artificial optical radiation) and to include solar radiation into its scope; calls on the Commission to assess the implementation and effectiveness of current measures to protect workers exposed to ionising radiation such as airline crews, nuclear power plant workers, workers in relevant industrial settings, researchers and healthcare and veterinarian professionals working in the radiology, radiotherapy or nuclear medicine sectors, and review them where necessary, in order to set proportionate measures;*

*8c. Calls on the Commission to establish an early alert mechanism within the current inter-institutional structure to detect needed adjustments and revisions of existing OSH Directives dealing with matters covering the areas of permanent change such as new scientific data on hazardous products and the evolution of labour markets and working conditions within the twin digital and green transition; underlines the need to involve especially sectorial social partners into*

*this mechanism since they are first confronted with changing elements;*

Or. en

## **Amendment 24**

Compromise amendment replacing amendments 208-212, 214-219

### **Motion for a resolution Paragraph 9, 9a (new)**

*Motion for a resolution*

*Amendment*

**9. Stresses that it is essential to draw the lessons from the COVID-19 pandemic and to increase preparedness for potential future health crises; supports the call on the Member States to draw up, in consultation with national social partners, preparedness plans for future crises in their national OSH strategies, including implementation of EU guidelines and tools; stresses the need for effective EU coordination mechanisms of these plans; considers that enhancing the communication of verified information should be at the core of any health preparedness plan; considers that protection and promotion of mental health should be an integral part of OSH preparedness plans for future health crises, stresses that specific attention should be paid to the mental health of health care workers and of other essential workers; welcomes the Commission's intention to launch an in-depth assessment of the effects of the pandemic and the efficiency of the EU and national OSH frameworks to develop emergency procedures and guidance for the rapid deployment, implementation and monitoring of measures in potential future health crises, in close cooperation with public-health actors; calls on the Member States to give particular attention**

9. Recalls the commitment by the Commission to assess the need for further actions to improve the functioning of the existing EU regulatory framework for health and safety and the need to amend the Biological Agents Directive; calls on the Commission to conduct, without delay, a targeted revision of the Biological Agents Directive, drawing on the lessons learned from the *unprecedented crisis* with a view to better preparedness *and* response planning in all workplaces;

*to cross-border regions to enhance the cooperation; considers that the declaration of a Union Public Health emergency situation provided by the future Regulation 2020/0322 on serious cross-border threats to health should trigger the implementation and EU coordination of the measures provided in the national OSH preparedness plans;*

9a. Recalls the commitment by the Commission to assess the need for further actions to improve the functioning of the existing EU regulatory framework for health and safety and the need to amend the Biological Agents Directive; calls on the Commission to conduct, without delay, a targeted revision of the Biological Agents Directive, drawing on the lessons learned from the *Covid-19 pandemic* with a view to better preparedness, response planning *and increasing resilience in health crises* in all workplaces; *stresses that the revision should ensure that the directive is fit to respond to pandemic situations, facilitates establishment of national emergency plans in case of a pandemic outbreak and written instructions in different languages by the employer on OSH risks, sanitary measures and work organisation to all workers in the case of such an outbreak; welcomes the intention of the Commission to include COVID-19 in the Recommendation concerning the European schedule of occupational diseases;*

Or. en

## Amendment 25

Compromise amendment replacing amendments 194, 200, 202, 220-225

## Motion for a resolution Paragraph 10

*Motion for a resolution*

10. Calls on the Commission and the Member States to **improve** research and data collection and to conduct a detailed assessment of problems with health and safety associated with teleworking;

*Amendment*

10. Calls on the Commission and the Member States to **strongly prioritise and adequately fund the strengthening of** research and data collection **at both EU and national level on occupational health and safety, in particular on the causes of and impacts on mental health, psychosocial, ergonomic risks and musculoskeletal disorders, occupational circulatory diseases, work-related cancer, chronic inflammatory diseases across sectors** and to conduct a detailed assessment of problems, **as well as impact of changing world of work including opportunities and challenges, related to** health and safety associated with **remote-work and teleworking and the right to disconnect, with a view to analysing the impact of gender, age and disability; calls on the Commission to follow up on such research with both legislative and non-legislative measures to protect workers' health and safety after consulting social partners;**

Or. en

**Amendment 26**

Compromise amendment replacing amendments 229, 232-237, 239, 240

**Motion for a resolution**

**Paragraph 11**

*Motion for a resolution*

11. Calls on the Commission to propose a legislative framework with a view to establishing minimum requirements for **remote work** across the Union; stresses that such a framework should clarify working conditions, including the provision, use and liability of

*Amendment*

11. Calls on the Commission to propose a legislative framework, **in consultation with Member States and European social partners and whilst respecting national labour market models, and taking into consideration the Social Partners' Framework Agreements on**

equipment, including as regards existing and new digital tools, and that it should ensure that such work is carried out on a voluntary basis and that the rights, workload and performance standards of teleworkers are equivalent to those of comparable workers;

***Telework and on Digitalisation***, with a view to establishing minimum requirements for ***telework*** across the Union ***while not affecting employment conditions of teleworkers negatively***; stresses that such a framework should clarify working conditions, including the provision, use and liability of equipment, including as regards existing and new digital tools, and that it should ensure that such work is carried out on a voluntary basis and that the rights, ***work-life balance***, workload and performance standards of teleworkers are equivalent to those of comparable workers; ***stresses that such legislative initiative should be based on a comprehensive assessment including on the psychosocial risks associated with digital and remote work practises and permeable work environments***; ***calls on the Commission and the Member States to ensure measures on accessibility and inclusive technology for persons with disabilities in the transition to teleworking and/or undergoing remote vocational training***;

Or. en

## Amendment 27

Compromise amendment replacing amendments 245-249

### Motion for a resolution Paragraph 12

#### *Motion for a resolution*

12. Calls on the Commission to propose a directive on minimum standards and conditions to ensure that workers are able to exercise effectively their right to disconnect and to regulate the use of existing and new digital tools for work purposes;

#### *Amendment*

12. Calls on the Commission to propose, ***in consultation with social partners***, a directive on minimum standards and conditions to ensure that ***all*** workers are able to exercise effectively their right to disconnect and to regulate the use of existing and new digital tools for work purposes ***in line with its resolution of***

*21 January 2021 with recommendations to the Commission on the right to disconnect (2019/2181(INL)) and taking into consideration the Social Partners' Framework Agreement on Digitalisation;*

Or. en

## **Amendment 28**

Compromise amendment replacing amendments 144, 164, 191, 192, 194, 203, 250, 252-255

### **Motion for a resolution Paragraph 13, 13a (new)**

#### *Motion for a resolution*

13. Welcomes the Commission's commitment to *revise* Directive 90/270/EEC laying down minimum safety and health requirements for work with display screen equipment; calls on the Commission to be more ambitious in this regard and to propose a directive on work-related musculoskeletal disorders (MSDs);

#### *Amendment*

13. Welcomes the Commission's commitment to *modernise the OSH legislative framework by reviewing Directive 89/654/EEC and* Directive 90/270/EEC laying down minimum safety and health requirements for *the work place and* work with display screen equipment; calls on the Commission to be more ambitious in this regard and to propose a *broader and more comprehensive* directive on *the prevention and management of* work-related musculoskeletal disorders *and rheumatic diseases without further delay and on the Member States to step up the research and data collection; calls on the Commission to ensure that all work-related risks which may result in rheumatic/chronic inflammatory and musculoskeletal diseases are covered in the directive, such as heavy lifts, repetitive movements, vibration or standing/sitting for long periods of time; reminds that female workers are more affected by MSDs and reminds the Commission that a proposal on work-related musculoskeletal disorders must include a strong gender dimension in the assessment, prevention and treatment of these diseases; calls on the*

*Commission and the Member States to consider the introduction of flexible work schedules for workers suffering from musculoskeletal disorders/rheumatic/chronic inflammatory conditions; calls on the Commission and Member States to address occupational risks related to circulatory diseases;*

*13a. Calls on the Commission and Member States to encourage companies, using the logistical resources at their disposal, to act for the promotion of workers' health through recommendations on healthy lifestyles, encouraging the practice of physical activity by providing access to dedicated areas on the premises or by facilitating access to dedicated external structures, by encouraging the creation of internal sports teams, by providing bike garage, encouraging the consumption of good nutrition through the provision of healthy, balanced and varied dishes in the company canteen and natural drink dispensers, disseminating signs inviting employees to keep the areas around common entrances and exits free of harmful substances such as cigarette smoke and with any other educational measures that might serve to this end, such as the promotion of the European Code against Cancer; stresses the positive impact of proper education and training of managers and workers with responsibility of personnel to prevent psychosocial risks and harassment at work; calls on the Commission and Member States to ensure that managers and workers with responsibility of personnel receive or have completed relevant training, including training in psychosocial risks prevention and anti-harassment courses, prior to taking up their duties at the work-place; calls on the Member States and social partners to take initiatives to upgrade the health and*

*safety training of representatives and managers in accordance with national law and practices; calls on the Member States to support the active involvement of employees in implementing preventive OSH-measures and ensuring that health and safety representatives are able to receive training beyond the basic modules;*

Or. en

## **Amendment 29**

Compromise amendment replacing amendments 215, 256-261, 273, 274, 283

### **Motion for a resolution Paragraph 14**

#### *Motion for a resolution*

14. Repeats its call on the Commission to undertake an urgent *study of* the situation of the employment and health and safety conditions of cross-border and seasonal workers, including the role of temporary work agencies, recruiting agencies, other intermediaries and subcontractors, with a view to identifying protection gaps and the need to revise the existing legislative framework as well as pandemic-proofing;

#### *Amendment*

14. *Reminds of the several cases of breaches of workers' rights, especially for mobile workers, including cross-border, seasonal and migrant workers, during the pandemic who were exposed to unhealthy or unsafe living and working conditions, such as poor or overcrowded accommodation or lack of information on their rights;* repeats its call on the Commission to undertake an urgent *action to improve* the situation of the employment, *working* and health and safety conditions of *mobile and migrant workers, such as* cross-border, *posted* and seasonal workers, including the role of temporary work agencies, recruiting agencies, other intermediaries and subcontractors, with a view to identifying protection gaps *in the light of the principle of equal treatment and the particular health and safety challenges faced by mobile and migrant workers such as access to adequate equipment and facilities, quality accommodation, safe transport and decent meals<sup>1</sup>, and*

***addressing*** the need to revise the existing legislative framework ***in order to close the gaps identified*** as well as ***ensuring*** pandemic-proofing ***considering the lessons learned from the COVID-19 pandemic;*** ***calls on the Commission and Member States to ensure, that the worker accommodation, when arranged by the employer, is safe, decent and meets the minimum standards; stresses the role of ELA in assisting Member States and the Commission in the effective application and enforcement of Union law related to labour mobility and the coordination of social security systems within the Union; stresses the need to consider a revision of the ELA mandate in the context of the 2024 evaluation to include occupational health and safety provisions; calls on the EU-OSHA and the European Labour Authority to work together to support the Commission and the Member States in improving the occupational health and safety of mobile and migrant workers; calls on the Commission to investigate how digital tools can help strengthen the cross-border enforcement of occupational safety and health standards for all mobile workers, including self-employed and mobile third country nationals who are covered by EU rules on intra-EU labour mobility; calls on the Commission, in close cooperation with the ELA and after a proper assessment, to put forward a legislative proposal for a European Social Security Pass for all mobile workers and third country nationals who are covered by EU rules on intra-EU mobility with the possibility to provide relevant national authorities and social partners with an instrument to improve enforcement of EU rules on labour mobility and social security coordination in the labour market in a fair and effective way to ensure a level playing field in the EU, including on protection of health and safety of mobile workers as per its resolution on the introduction of the European Social***

***Security Pass for improving the digital enforcement and of social security rights and fair mobility;***

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<sup>1</sup> [https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_075505/lang--en/index.htm](https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_075505/lang--en/index.htm)

Or. en

**Amendment 30**

Compromise amendment replacing amendments 264-268, 271, 273

**Motion for a resolution  
Paragraph 15**

*Motion for a resolution*

15. Calls on the Member States to implement the ILO recommendation of one labour inspector per 10 000 workers; calls on the Commission to conduct a **survey** on how labour inspectorates conduct the inspections and on their scope and content;

*Amendment*

15. ***Underlines the essential role of national labour inspectorates in securing compliance with health and safety legislation and prevention of work-related disease and injuries;*** calls on the Member States to ***ensure adequate funding for national labour inspectorates and*** to implement the ILO recommendation of one labour inspector per 10 000 workers, ***with a view to conducting prompt and effective inspections to end all forms of abuse;*** calls on the Commission to conduct ***and disseminate the results of a study*** on how ***national*** labour inspectorates conduct the inspections and on their scope and content ***including with respect to the number of infractions detected and the imposition of effective, proportionate and dissuasive penalties in order to map their ability to enforce existing rules on OSH ensuring a level playing field for sufficient protection;*** ***calls on the Commission and the Member States to streamline occupational health and safety standards in all policies, as well as to improve preventive measures and the enforcement***

*of existing occupational health and safety rules and legislation; calls on the Commission to establish a dedicated tripartite working party on enforcement in the remit of the Advisory Committee of health and safety at work to follow the survey; underlines the role of social partners and national health and safety services in this regards; calls on the Commission and Member States to ensure greater coordination, cooperation and training at European level;*

Or. en

### **Amendment 31**

Compromise amendment replacing amendments 275-278, 282

#### **Motion for a resolution**

##### **Paragraph 16**

###### *Motion for a resolution*

16. Stresses the need to recognise and involve social partners in the implementation and enforcement of the OSH legislative framework; calls on the Commission *and the Member States* to *ensure the involvement of social partners in the formulation of all EU and national policies and in measures taken at all levels;*

###### *Amendment*

16. *Calls on the Member States to report back on the targets set in the national OSH strategies and to secure adequate funding to support its implementation; stresses that social partners should be fully involved in the implementation or follow up process of national OSH-plans;* stresses the need to recognise and involve social partners *and workplace health and safety representatives* in the *design,* implementation and enforcement of the OSH legislative framework; calls on the Commission to *start research on concepts and practises of better participation of workers and their representatives in trade unions and works councils in all phases of risk assessment and OSH policies on company level, and launch funded programmes for the improvement of workers participation in companies' OSH activities; calls on the Member States to*

*remove any national legislation that hampers collective bargaining, including by ensuring trade unions' access to workplaces for the purpose of organising, information sharing and consultation, strengthening worker's representation and thereby securing proper health and safety standards at the workplace;*

Or. en

## **Amendment 32**

Compromise amendment replacing amendments 199, 284

### **Motion for a resolution Paragraph 16 a (new)**

*Motion for a resolution*

*Amendment*

**16a.** *Highlights that the Mobility Package and its initiatives, including the Commissions guidelines on driving and rest time rules, can improve occupational health and safety; calls on Member States to increase road control and ensure compliance with these rules including that employers ensure drivers proper schedules, preventing high workloads and thereby increasing road safety; calls on the Commission and on the Member States in their national road safety strategies to set clear targets on road death reduction for work-related accidents; calls on the Commission to present similar initiatives to improve health and safety for workers in the aviation and maritime industry; calls on the Commission to ensure MS reporting and statistics on work-related accidents on the road;*

Or. en

